

WELLS WILLING TO ARBITRATE

Influences Still at Work to Avert Threatened Street Car Strike.

AN APPEAL TO BANCROFT REPRESENTATIVE OF UNION SEEKS A FINAL CONFERENCE.

Street Car Situation.

Joseph S. Wells, general manager of the Utah Light & Railway company, states in The Herald that he has made an offer to arbitrate the wage scale.

The operative has sent a communication to W. H. Bancroft, the president of the company, and Mr. Bancroft has replied to that communication in general terms.

Mr. Bancroft was in his office only a few hours Monday. Word from his home is that he is confined to his bed with illness, and that he has been so afflicted since about 4:30 o'clock Monday afternoon.

C. O. Pratt, international chairman of the executive committee of the Amalgamated Association of Street and Electric Railway Employees' association, regards the answer of Mr. Bancroft as evasive. He admits that the communication he sent to Mr. Bancroft may have been susceptible of misinterpretation, but he is preparing another communication in which, he says, the points not entirely clear will be made so. This communication will be sent to Mr. Bancroft as soon as possible.

The executive committee of the local division has issued a statement to the public, in which it sets forth the grievances and conditions that prevail.

On Tuesday evening there will be a meeting of the Utah Federation of Labor in Federation hall to consider the street car situation.

The electrical workers will not go on strike if the request for an increase in wages be granted by the company, unless they are ordered out in sympathetic strike by the central body, the federation.

The electrical workers held a conference with a representative of the company on Monday; they will have another conference Tuesday.

Developments in the street car situation yesterday were important, but not decisive. The general manager of the company proposed arbitration, the representative of the international organization, in whose hands the whole matter has been placed, declares that no official proposition to arbitrate has come to his attention; the committee to which arbitration was suggested by the company has no power or authority to accept mediation, or to do anything in the way of duty which is not specifically assigned to it; C. O. Pratt, chairman of the international executive board of the Amalgamated Association of Street and Electric Railway Employees, addressed a communication to W. H. Bancroft, the president of the Utah Light & Railway company, in which a conference was asked; the reply of Mr. Bancroft was not regarded by Mr. Pratt as definite. Mr. Pratt believed the answer to be evasive. Mr. Pratt will prepare another communication to be presented to Mr. Bancroft, in which points that may have been misconstrued by the company's president are more clearly set forth. The electrical workers will not immediately join with the street car men in a strike, in the event that a traffic strike is decided upon—they have grievances of their own. It is a well-guarded statement to say that every resource will be exhausted before the operative decide on a strike.

Company Offers Arbitration.

Arbitration of the wage question was proposed by General Manager Joseph S. Wells, representing the street car company, yesterday forenoon. A sub-committee, representing the executive committee of the local division of the national association of the men, called upon Mr. Wells at 9 o'clock yesterday forenoon. The committee was composed of J. H. Lamont, president of the local; A. H. Burt, financial secretary and business agent, and J. D. McCarty, board member.

Mr. Wells later said: "The committee came to my office this morning to notify me that, at a meeting held during the night, it had been decided by the men that there existed difficulties between the company and the employees and that unless those difficulties were settled or adjusted, the men would instruct no more apprentices—that is, in substance, that we can hire no more new men. I accepted the notice."

"Was anything else discussed, Mr. Wells?"

"I told them that if they were not

satisfied with the increase in wages which we have granted, the company is willing to leave the wage question to arbitration. If any board of arbitration holds that, under existing circumstances as they affect our company, the company shall pay more wages, we are ready to abide by that decision. If a fair-minded board decides that we ought to go broke, we are ready to go broke."

A Board of Three.

"What would be the number of the arbitration board in the event that the proposition was acceptable to those concerned?"

"One member would represent the company, another would be chosen from among the men, the third to be selected by these two."

"Did the committee accept this plan?"

"They informed me that they would have to report to headquarters, and that they would return in a short time and let me know. They have not yet returned."

The Electrical Workers.

"Mr. Wells, what would be the result in the event that the electrical workers went out in sympathy with the street car men, assuming that there should be a strike of the car men?"

"I do not believe that the effect would be one of material consequence. We are not building many new lines at present, and we do not propose to build any until our general reorganization of the system is fully under way. A strike of the linemen would mean simply that we would cease the construction of the extensions that are now in progress."

Light or Darkness?

"Would the city be left in darkness were the electrical workers to cease work?"

"It would not. During the winter we employ no men for construction purposes. We get along pretty well then. If a cessation of work on the part of the linemen were to occur at this time, you see, we would simply shut down our extension work and the men who went out would be out of a job—that's all."

"Could you maintain your generating stations and sub-stations?"

"Certainly, we would maintain them easily."

In the event that, as you know, sometimes it happens that there are interruptions in line service during strikes, what would be the result?"

"Of course, we would demand the fullest protection. If any person cuts our wires or interferes with them in any way, he is damaging our property. There are laws covering that point."

"I will tell you this much, however," concluded Mr. Wells with emphasis, "that the fellows who go out on strike will never be taken back into the service of the company again—never."

In the Other "Camp."

In room No. 65 in the Kenyon hotel, there was a wide-awake group of men, for men who had not slept at all, or who had slept only a few hours, for the night meeting did not adjourn until the sun was high. Mr. Pratt was busily engaged with the multitudinous duties that rest upon the shoulders of a "strike director," although there is yet no strike, and Mr. Pratt hopes there will be none. Mr. Pratt is in charge of the situation. The constitution and by-laws of the international association provide that when the local divisions have reached the end of their resources in an effort to adjust differences and appeal is made to the international body, that organization takes full charge of all matters pertaining to the difficulties.

After a conference with his advisory board, whose membership is the total of the ten members of the local executive board, including the vice president, Mr. Pratt caused to be delivered to W. H. Bancroft, the president of the street car company, this communication:

Asks a Conference.

"W. H. Bancroft, President Utah Light & Railway Company, Dear Sir—I take this means of informing you that your employees, who are members of division 382 of the Amalgamated Association of Street and Electric Railway Employees of America, representing approximately 450 men, at a mass meeting held this morning decided that they were unable to reach an amicable understanding with the representatives of your company as to the conditions of future employment relating to wages, etc., as has been requested by them of your company in writing. It was therefore, by unanimous vote, decided to officially place their grievances in my hands as the accredited representative of their organization for the purpose of determining if future effort to bring about an amicable adjustment of existing differences between the Utah Light & Railway company and their employees, who are involved in the present controversy is possible."

"With a view of obtaining a perfect understanding and an earnest desire to adjust, if possible, in securing an amicable adjustment that will insure uninterrupted and mutually satisfactory continuance of present relationship between the parties involved, it will be my pleasure to arrange a conference with yourself and such representatives of your company as you may select and myself and a committee of your employees who are members of our association."

"Trusting that this request will meet with your approbation and co-operation, and awaiting your early reply, I am sincerely yours,"

C. O. PRATT,

Chairman Executive Committee, Amalgamated Association Street and Electric Railway Employees of America.

What Pratt Says.

"I take it that Mr. Bancroft does not have a full understanding of the situation," said Mr. Pratt. "His letter is, to say the least, evasive. I do not believe, however, that this is intentional on Mr. Bancroft's part, and I assume from the tone of his letter and from the reports that I have heard with reference to his position in regard to the employees of the company, that he is a fair-minded and a right-minded man, but I am quite sure that he misunderstands our position in this connection. I am now preparing a more definite statement of our position, and I hope to place this in the hands of Mr. Bancroft at a very early hour, but not tonight."

Mr. Bancroft's Answer.

Mr. Bancroft's answer indicates that the president of the street railway company does not take the same view of the matter that Mr. Pratt does with reference to those who should be recognized and those who should not. Mr. Bancroft's reply to Mr. Pratt states merely that the company offered, through Mr. Wells, the proposition of arbitration.

"Pending the action of the union," said Mr. Pratt, "further negotiations would come to halt."

Under the interpretation of Mr. Pratt of that rule which has been adopted by the union, there is to be no further "action of the union," inasmuch as the union has by unanimous vote left it to the international organization.

Therefore, Pratt is the "whole thing," and therefore the "union" suggested by Mr. Bancroft is no longer a factor in the present controversy.

Not an Official Communication.

"The committee that waited on Mr. Wells this forenoon," said Mr. Pratt, "had no authority to receive or reject or to consider any propositions that Mr. Wells might make, other than those which related to the matter they were instructed by unanimous vote of the local division this morning to present to him. That was that they should notify him that the conductors and motormen would not instruct new men until the difficulty which now exists has been overcome. Further than that notification, the committee had no authority to go."

"If Mr. Wells or any other authorized representative of the street car company wishes to propose the question of arbitration to us, I will be pleased to give it every consideration. If Mr. Wells' talk with the committee respecting arbitration was and is meant by him or by the higher official to be a communication to me, I would be glad to take it up in regular form and, in connection with other questions involved, give it every thought, being advised by the advisory board after the manner of counselors. However, nothing officially came to me and, as the recognized and authorized representative of the men, I caused the communication which I have just handed you to be delivered to Mr. Bancroft."

Wants the People to Know.

"We are for peace and harmony. We ask only the opportunity to meet the company's officials on a square, fair, equal footing. We are willing and eager to talk this question over with any or all of them. We do not stand on technicalities. In fact, I have prepared this statement which I have prepared with haste, but which may present our side of the controversy in an intelligible way."

The following statement was issued yesterday by the executive committee of the local division of the Street Car Men's association:

To the Public.

"To the Citizens of Salt Lake City and the General Public:

"The street railway employees of this city deeply regret that it becomes necessary for them to again become the cause of so much agitation and uncertainty owing to the fact that we have been unable to negotiate an amicable adjustment of differences that exist between ourselves and the Utah Light & Railway company. It is our desire that the peace and serenity of our beautiful, quiet city be preserved, and while we have worked conscientiously and faithfully to that end, without thus far having obtained any satisfactory assurances of our conditions of employment, we are constrained to place on record the situation fairly before you for careful consideration, believing you will be convinced of the justice of our cause and the helplessness of our condition if we were to accept a continuance of the conditions under which we labor at the present time in view of the dignity as worthy citizens and loyal defenders of our homes and the best interests of our city's welfare."

Detriment to Welfare.

"We believe that an injury to the great body of employees of street car men comes, in a measure, a detriment to the public welfare, for we are in close contact with the home life of all of the people, daily having in our charge the responsibility of the safe and prompt conveyance of the lives of the women and children who ride upon the cars or in a moment of absent-mindedness plunge in front of the cars while crossing the busy streets."

"We are for the most part, life-long residents of this community. Our homes and our interests are centered here. Whatever is beneficial to our city's welfare is beneficial to us; that which is detrimental to our city's best interests is injurious to us. It is because of all of these interests and love for our city's reputation and progress and in favor of peace that we acquiesced in the acceptance of the company's position toward us nearly one year ago. We gave up every request that was originally presented to the company by our entire organization and we accepted the situation in silence rather than invoke serious trouble."

What Happened Last Year.

"Our international representative was at that time dead an audience with the officials of the company, though he worked energetically for a peaceful settlement of the existing controversy, and it was largely due to his advice and action that a strike was averted, though the company declined to in any way co-operate to that end."

"Again in presenting a renewal of our former requests for a better understanding as to our relationship with our employer, the company has again taken the same arbitrary stand toward granting us recognition or conceding a single request. The company has again refused to meet our personal representatives under any circumstances; they have emphatically refused to make any contract in writing; they have refused to grant the wage rate asked for, and, instead, have offered a slight increase of wage to the motormen and conductors, while they state positively they will take away the pay for overtime for shop and bus drivers, and they are actually forcing a reduction in wages to that class of men—in other words, rob Peter to pay Paul the slight proposed increase, which, in the first place, was unworthy of serious consideration."

Lower in Comparison.

"The wages of car men here are much lower than paid in cities where like conditions prevail. Butte is the nearest comparative city to Salt Lake in population and cost of living. The difference, if any, is in favor of Butte when it comes to the cost of living. Men of family can live in Butte 12 per cent cheaper than they can in Salt Lake City. Salt Lake City has a larger population, to say nothing of the floating element who pass through here as tourists, thus swelling the company's coffers, while at the same time it increases the work and responsibility of the car men here, making their work more arduous than that of the car men in Butte. The car fare in Butte is 5 cents, the same as it is in this city, yet the car men of Butte are receiving a maximum wage rate of 46 cents per hour, while the maximum rate of the men of Salt Lake is but 27½ cents an hour, or 17½ cents an hour lower than the Butte scale. We are only asking a maximum wage rate of 30 cents an hour, which is 15 cents an hour less than what the car men of Butte are now being paid."

On Pacific Coast.

"In San Francisco the lowest wage rate is 31 cents per hour, 1 cent more than what we ask for our highest rate. Oakland pays a graded scale, ranging from 20 cents to 40 cents an hour. It is true that Los Angeles and Denver have a lower wage rate, but conditions exist in both places which subscribe to the lower wage rate which prevails there. The cost of living is decidedly lower than here and the general conditions are not to be compared with those of Salt Lake. Salt Lake is conceded to be one of the most expensive cities in the United States in which to live, and we can furnish statistics showing the great increased cost of living in this city during the past three years. These statements are made over the signatures of representative business men in this city and are indisputable."

Long Hours on Duty.

"Our hours and conditions of labor are such that we are compelled to be on duty as long as thirteen and fourteen hours a day, while we receive pay for but from nine to nine and a half hours time. For illustration, some of the day men go to work at 6 o'clock in the morning and do not complete their day's work until 7 in the evening; night shift men going on

duty at about 11 o'clock in the forenoon of one day do not get through with their day's labor until about 1 o'clock the following morning. Men working on 'extra list' have to report for work at 5:30 in the morning and remain at the car barns until 7:30, when, if they do not catch a run, they are excused until 10:30 a. m., at which time they again have to report at the barn, and if they do not get a night shift run to take out they are again excused until evening, when they are expected to again report at the barn in case there might be an emergency call for some of them to go to work."

Service Without Pay.

"For all of this the extra men receive absolutely no pay, and should they fail to show up as often as required they miss out and go to the foot of the extra list for three days. Again, new men coming into the service are compelled to serve from twelve to fifteen or twenty days without any remuneration for their time. They are expected to purchase a uniform throughout when they have been in the service of the company thirty days. This entails a heavy expense, and if they keep a second appearance it is necessary to buy two uniforms suits each year. Then the conductors have to furnish \$5 for 'morning money' in the way of proper change to accommodate their passengers."

Rest Is Essential.

"It is vitally essential in order to be capable of rendering good service and to be in possession of all of our faculties that we have proper hours of rest and receive sufficient wages to provide for our necessities in the way of proper clothing, food, etc. To meet these requirements and to be able to honorably maintain our families and our homes and elevate our social standing and improve the interests of the community, in which we live, we are asking the Utah Light & Railway company to allow us 25 cents per hour for the first year of service and 30 cents per hour thereafter."

"We disapprove of the so-called graduated scale that provides that men shall receive a certain increase of wages after five or more years in the service. We have no assurance that we will be here five years from now and if we are we have no knowledge of what the wage scale may be to meet the requirements in the future."

Ready to Meet Company.

"We want pay for the present time commensurate with the present prevailing conditions and we will meet the proposition of the future when that time comes if we are still here. We ask for your careful consideration of the facts as we have presented them to you and for your indulgence and co-operation to the end that nothing may occur which will mar the reputation of our beautiful city nor deprive us as wage-earners and citizens of our just rights. We stand willing and ready at all times to meet the representatives of the Utah Light & Railway company in conjunction with those whom we have selected to present our interests, and should this privilege be denied us and extreme measures be come necessary, we pledge you our word of honor that it will be through no fault or neglect upon our part to obtain honorable peace."

J. H. LAMONT, "President."
A. H. BURT, "Secretary and Business Agent."
A. P. NIELSEN, "Recording Secretary."
J. D. MCCARTY, "Secretary."
T. W. PALMER, "Secretary."
J. A. REEDER, "Secretary."
JOHN JONES, "Secretary."
J. H. HADDOCK, "Executive Committee."
H. T. B. GREY, "International Vice President."

Federation Meeting Tonight.

Tonight in Federation of Labor hall the Utah Federation of Labor will hold a special meeting to consider the street car situation. Already the financial support of this central organization has, for all practical purposes, been pledged by the street car men. Tonight's meeting will sound the sentiment of the various unions whose delegates hold seats in the federation. There is little doubt that that sentiment, so say the street car men.

Were they to go into a strike, the street car men would have a treasury well stocked with money. The local division is in satisfactory financial condition and it now has the backing of the powerful international organization, whose "defense fund" is generally stated, runs up into the millions.

May Be Sympathetic Strike.

The International Brotherhood of Electrical Workers is closely allied, in point of occupation, with the street car operatives. Locally, the members of this organization have grievances of their own. They have before the Utah Light & Railway company a demand for an increase of wages. Yesterday a committee composed of Lee Woodward and Frank Savage waited upon the superintendent of the light department, William Scott, in quest of a reply to their demand for an advance of wages from \$1.75 to \$1.20 a day for linemen, and a daily increase of \$1 a day, making their wages \$5. Mr. Scott and the committee did not come to a definite understanding.

A Conference Today.

L. Lynn, who is a high official in the local division, said: "We have every hope of a conciliation and an amicable adjustment. We presented our requests fully two months ago and the company promised us a speedy reply. We did not get it. From this time on we will press our demands for consideration from the lower to the higher officials."

"Thus far we have no connection with the street car situation. We are a separate organization, and if our requests for increased wages are granted we will go on strike, either in conjunction with or in support of a walkout on the part of the street car men. If our central body orders us on a sympathetic strike, certainly we will go."

STEPHENSON GAINS ONE.

Madison, Wis., April 22.—The senatorial deadlock remains unbroken. Stephenson gained one vote tonight. On the twentieth ballot the result was as follows: Cooper, 17; Esch, 18; Ratten, 13; Lenroot, 18; Stephenson, 20; Baensch, 4; Winkler, 2; Hudnall, 1; Owen, 1.

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Cascarets are the only means to exercise the Bowel Muscles without work.

They don't Purge, Grip, nor "upset your Stomach," because they don't act like "Physics."

They don't flush out your Bowels and Intestines with a costly waste of Digestive Juice, as Salts, Castor Oil, Calomel, Jalap, or Apertient Waters always do.

No—Cascarets strengthen and stimulate the Bowel Muscles, that line the Food passages and that tighten up when food touches them, thus driving the food to its finish.

A Cascaret acts on your Bowel Muscles as if you had just sawed a cord of wood, or walked ten miles.

Cascarets move the Food Naturally, digesting it without waste of tomorrow's Gastric Juice.

The thin, flat, Ten-Cent Box is made to fit your Vest pocket, or "My Lady's" Purse. Druggists—10 Cents a Box.

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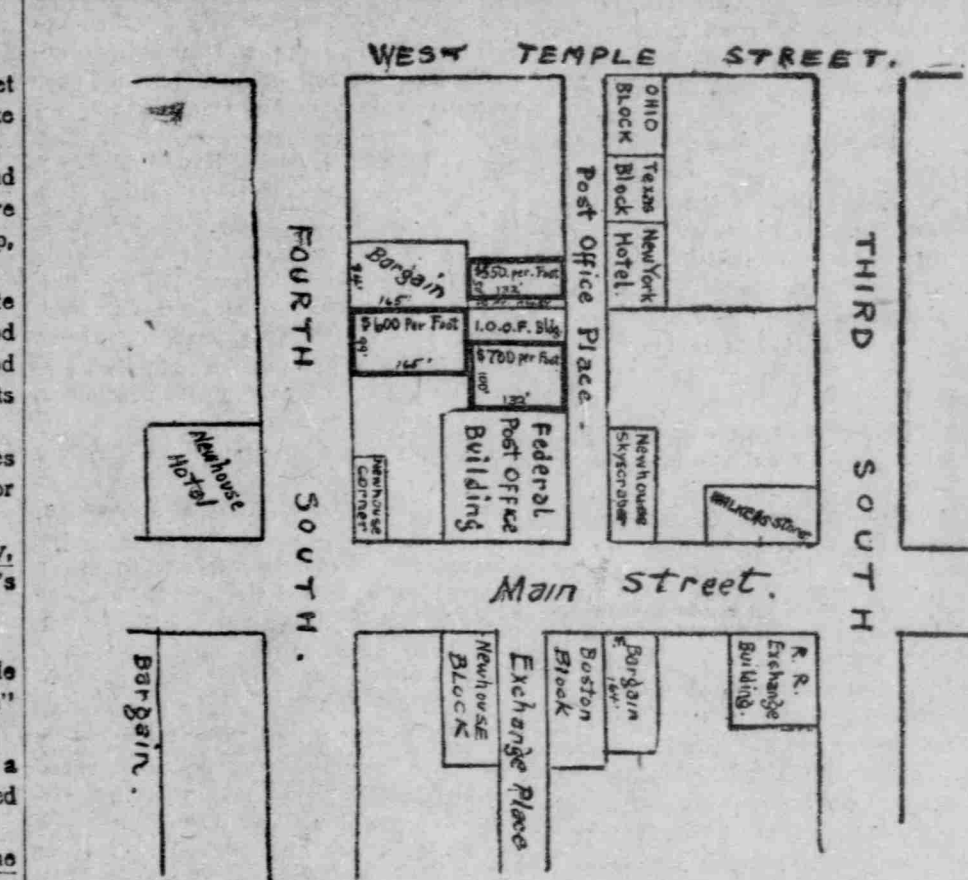
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